

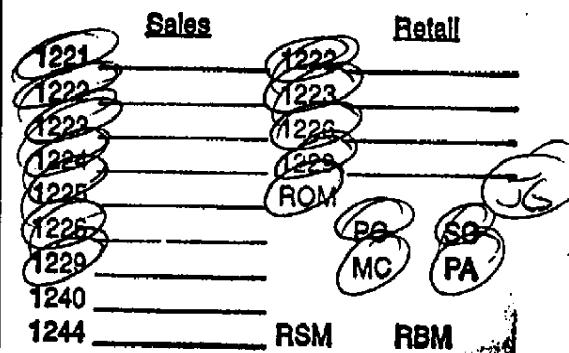
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4/22/97

SUBJECT: Announcements

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Colleen Coyle, Director - Sales & Marketing Human Resources announces the following changes within the department:

Sales Planning & Communications Group:

- **Dick Luongo** assumes responsibility for Field Sales communications, ROU support and systems/tracking support.
- **Colin Uffindell**, who recently joined the group, is responsible for CAMEL, ECLIPSE, and multi-brand activities.
- **Floyd Cook** is responsible for WINSTON and SALEM.
- **Sharon Reid** is responsible for DORAL, MOONLIGHT, VANTAGE/MORE/NOW, and Forsyth.

Dick, Colin, Floyd, Sharon and Carla Davis report to Denny Bomgardner, Senior Manager - Sales Planning & Communications.

Sales & Marketing Organizational Development Group:

Jack Borgen, Diane Faust and Marc Kruth, National Managers - Information Analysis/Sales Applications, and **Susan Boyd**, Senior Sales Information Specialist, have joined the Sales & Marketing Organizational Development group. They report to Richard Cross, Senior Manager - Sales & Marketing Organizational Development along with Chris Minner and Vanessa Perry.

Sales & Marketing Employment Practices:

Mary Carroll, who recently joined the department, is responsible for Western and Mid-Western Sales Areas. **Gerry Deschenes** maintains responsibility for Northeast and Southern Sales Areas. They report to Colleen Coyle.

SALES & MARKETING HUMAN RESOURCES

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